



MICHIGAN DEPARTMENT OF
**LABOR & ECONOMIC
OPPORTUNITY**

2022



**Expanding Economic
Opportunity & Prosperity For All**



VISION

Make Michigan a place where all people, businesses and communities have the educational and economic means to reach their full potential.

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Message From The Director

The Michigan Department of Labor and Economic Opportunity's 2022 strategic priorities asked us to focus our efforts on the work that best serves our state's people, our communities and businesses, with an emphasis on addressing the kitchen table issues Michiganders face every day. LEO's more than 20 offices, bureaus, agencies, boards and commissions hit the ground running this year, working collaboratively to help drive the right outcomes for the state and greater success for all Michiganders.



Thanks to the mission-critical work of these organizations, we have made monumental progress toward our strategic plan's goals to:

- 01** Close equity gaps

- 02** Protect the health, safety and economic security of workers

- 03** Educate Michiganders and grow the middle class by removing barriers to employment

- 04** Create better jobs and support small businesses

- 05** Build strong communities and have great places to live

This year, the Michigan Poverty Task force released its second set of policy recommendations to continue to lift struggling Michiganders out of poverty and improve their health outcomes. The Michigan Tri-Share Childcare Program grew from serving nine counties in 2021 to serving 59 counties and the city of Detroit. We hired Michigan's very first Chief Connectivity Officer to help bring equitable and affordable high-speed connections to all our state's communities. We provided \$250,000 Funding to small businesses for enhanced worker protections and over \$21.55 million in funding to address vacant, abandoned and deteriorated properties across Michigan.

And finally, we celebrated the one-year anniversary of Gov. Whitmer's MI New Economy plan to expand economic opportunity and prosperity for all Michiganders.



Susan R. Corbin

Director, Michigan Department of Labor and Economic Opportunity

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Our work has been absolutely critical in helping to achieve the ambitious goals laid out in this plan and transform our state's economy. I look forward to all the great things we will continue to accomplish together in 2023 as we work to provide exceptional services to Michigan's communities, employers and all 10 million residents.

Susan

Diversity, Equity & Inclusion

LEO is extremely committed to providing pathways to equal opportunity for all Michiganders, including those here in our own department.

In 2022, the Diversity, Equity and Inclusion (DEI) team continued its efforts to provide resources and trainings to improve racial equity competency amongst LEO staff.

DEI hosted 10 monthly Lunch & Learns throughout the year, with an average of 225 attendees and created a “Word a Day” calendar during April’s Diversity Awareness Month to help employees

understand the important role that words and language play in intercultural exchanges.

There were also three new Employee Resource Groups (ERGs) established this year to help create an inclusive and innovative work environment for all LEO employees including the Black Awareness Resource Network (BARN), Self-Care and Wellness (SAW) and Got Your Six Veterans Group.

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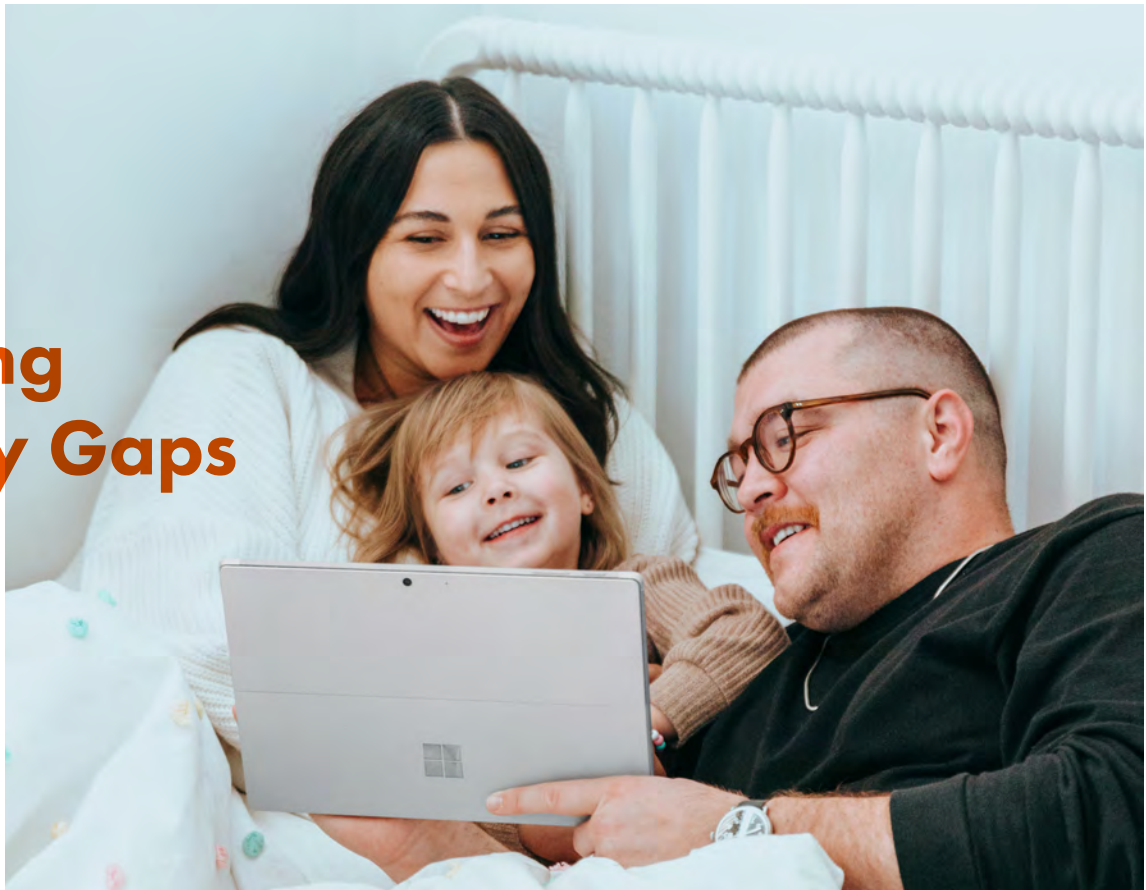
I really like the daily “Word of the Day” emails. **Keep up the good work!** And thank you for educating us on these important topics. I’m proud that my employer addresses topics like this.

– Marie DeFer / Administrative Law Specialist, UIA — Internal Controls Division

Thank you for bringing ERGs to LEO. **They truly enrich the work environment,** and each has had very engaging presenters.

– Anonymous, LEO Employee

Closing Equity Gaps



Staff throughout LEO continue to find new ways to build more equitable communities, prioritizing unique investments that reduce barriers and opportunity gaps for all people and businesses.

In February, the [Michigan Poverty Task Force \(PTF\)](#) released its [second report featuring 29 recommendations](#) to address **disparities** that make some Michiganders both poorer and sicker than others. The successful rollout of this report included three stops in communities across Michigan to discuss recommendations with local leaders and share resources available to support families.

Additionally, the Task Force granted over \$3 million in funding to six grantees in support of:

- 01** Children Savings Accounts
- 02** Employment supports for returning citizens
- 03** Strategies to address the digital divide
- 04** Scholarship to examine the state's deployment of TANF funding



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For your outstanding work in documenting the problems faced by Michigan's most economically challenged and creating potential solutions to address many of the most difficult problems they face on a daily basis. Health care, education, employment, income assistance, hunger and housing are all addressed in your very detailed report. We look forward to your continuing work in the coming year and in being supportive of your efforts for change.

We thank you for your extraordinary work and leadership and recognize you as our “Best Special Purpose Work Group.”

– United Community Housing Coalition
(which honored PTF at its 48th annual meeting)

Through the [Michigan Women's Commission's MI-FARE \(Fostering Access, Rights and Equity\) grant](#), over 30,000 women received information on accessing benefits, their workplace rights and pathways to higher wages.

The [Office of Global Michigan](#) was recognized by the White House this year for its partnership with state, refugee resettlement and community action agencies, faith-based organizations and numerous other non-profits to accomplish an unprecedented resettlement effort for approximately 2,000 Afghan arrivals who arrived in the state through the federal government's Operation Allies Welcome (OAW) initiative.



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For generations, immigrants have made tremendous contributions to this country in arts, culture and beyond, and they also continue to grow businesses, offer innovative ideas, strengthen our economy and create jobs right here in Michigan. We are thrilled to celebrate the rich contributions immigrants have shared to help us build diverse and welcoming communities across our state.

– Poppy Hernandez, Executive Director of the Office of Global Michigan



The [Commission on Middle Eastern American Affairs \(CMEAA\)](#), [Hispanic and Latino Commission \(HLCOM\)](#) and [Michigan Asian Pacific American Affairs Commission \(MAPAAC\)](#) partnered together to create a strategic framework focused on operations, community engagement and advocacy to help drive their work to empower, promote and advance all ethnic communities in the state of Michigan.

This year, **CMEAA** provided sponsorship to the **University Musical Society (UMS)** in Ann Arbor for a series focused on performances by **Middle Eastern groups**, including a concert with the National Arab Orchestra, receiving a glowing report from UMS's president regarding the positive impact of the sponsorship and the performances diverse attendees.

In September, **HLCOM** issued **\$1,000 scholarships to 20 high school and college students** for higher education.

MAPAAC sponsored several **Asian Pacific American community events**, including a very successful back-pack giveaway for K-12 students and a Thai Street Food Festival.

In May, the [Black Leadership Advisory Council \(BLAC\)](#) released its first report to the governor, including **11 policy recommendations** around issues regarding business, community safety and justice, education and health.



Protecting & Enhancing Health, Safety & Economic Security for Workers

We have continued to rise to the challenge to ensure that all working people in Michigan have proper workplace safety, fair wages and labor protections.





In May, the **Workplace Mental Health Group** released a [report](#) and follow up webinars to help build supportive workplaces by integrating employee mental health strategies that establish healthier workplaces, enhance employee wellbeing and promote resilient companies. One result of this work, LEO and MIOSHA partnered with MDHHS to host its the first annual Construction Suicide Prevention Week event in September, focused on the awareness and prevention of suicide in the construction

industry, the highest among all occupations in Michigan.

The [Michigan Workforce Development Board](#) passed a mental health resolution that would prioritize strategies for improving the ability of businesses to support the mental health and wellbeing of employees and called for the State and LEO to act on the recently released [recommendations from Gov. Whitmer's Mental Health Workgroup](#).

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If we want to see continued economic growth while attracting and retaining a skilled workforce, employers need to make sure their employees know their mental health and wellbeing are a priority. By prioritizing and investing in mental health support in the workplace, employers win big – they'll see lower turnover rates, higher retention and higher productivity.

– Cindy Pasky, Michigan Workforce Development Board Chair and CEO of Strategic Staffing Solutions

In June, the **Michigan Occupational Safety and Health Administration (MIOSHA)** amended its **General Industry Safety and Health Standard to add new fire fighter protections** against hazards from the foam used in extinguishing fires. The standard was also amended to adopt the National Fire Protection Association's (NFPA) 1403 Standard on Live Fire Training Evolutions.

In July, the agency **issued a State Emphasis Program (SEP) to identify and eliminate or reduce exposures to workplace heat-related hazards** through inspection targeting, outreach and compliance assistance. Under the SEP, MIOSHA conducted proactive consultations and enforcement inspections for heat-related hazards, in both indoor and outdoor work environments.

The **Michigan Employment Relations Commission (MERC)** launched a **voluntary mediation option** on newly filed cases in the

agency's labor relations division, resulting in a 40% success rate for cases using the process and reducing the number of cases referred to the ALJs for hearings. The commission promptly issued final case decisions within 30 days after the last filing deadline date, eliminating backlog of cases at the review stage.

MERC also launched an agency produced option to live stream its monthly meetings, increasing public attendance nearly 300% as compared to when in person only participation was available.

LEO's **Wage & Hour Division** collected and returned more than **\$2.6 million** in earned wages and fringe benefits to Michigan workers.

The division also **held webinars to provide information to nearly 2,300 attendees** and completed the LIEN process to help secure a new case management system and identify several quick wins.

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We are very grateful that you took the time to come to Greenville and present to our HR group! Somehow you managed to make Wage & hour laws FUN!!! Many people have requested the slides so there was a lot of valuable information and resources that you brought to the table. Thank you so very much!

– Employer HR Group



The **Workers' Disability Compensation Agency** handled numerous staffing changes including filing long standing vacancies, job re-structuring and retiree replacements and reestablished employee longevity awards and other employee engagement events that had not taken place since the start of the pandemic.

The agency also made significant progress in the development of the new data system, WORCS2.

Unemployment Insurance Agency (UIA) staff worked diligently to quickly process 325,366 claims this year, resulting in more than \$813 million in benefits to unemployed workers across the state to support local businesses, pay rents or mortgages, buy groceries or cover bills and other critical needs.

Following approval from the U.S. Dept of Labor, the **UIA** also provided critical relief for more than 76,000 Michigan workers by waiving more than \$555 million in overpayments and refunding more than \$17.9 million. **Payments on another 400,000 claims were paused**, allowing workers to funnel money back into the state's economy.

The agency continued to **pursue bad actors who steal money from Michigan taxpayers**, collaborating with the attorney general's office and local, state and federal authorities to charge more than 90 individuals and execute 109 search warrants, resulting in 29 convictions or guilty pleas and 15 sentencings on cases with local and national impact.

The UIA **reallocated resources and staff to reduce its case backlog and make significant improvement** in the agency's customer service ratings. Among phone customers, 91% had a positive rating of the agency, with 97% saying staff are courteous and professional and 94% saying they are

knowledgeable. The agency also selected a new user-focused computer system and was awarded more than \$80 million in federal funding for modernization initiatives, equity and access programs, fraud prevention, reducing case backlog, and streamlining processes.

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You portray a wonderful image for our agency and our customers see and appreciate your professionalism and thorough assistance.

- Claimant compliment for UIA employee Sherry Caldwell

She is well informed and answered all of my questions quickly and in detail. She is very efficient and professional. She definitely goes the extra mile and understands the frustrations of this entire ordeal, her empathetic attitude and reassurance was very soothing.

- Claimant compliment for UIA employee Michael Hayes

Today, I spoke with one of your representatives, Mackenzie, and she far exceeded my expectations. She's a top-notch performer, a keeper.

- Claimant compliment for UIA employee Mackenzie Dean

Educating Michiganders & Growing the Middle Class by Removing Barriers to Employment

Through our many programs and initiatives geared toward providing education and skills training, removing barriers to employment and supporting self-sufficiency, we have continued to prepare Michiganders for successful employments with better jobs and bigger paychecks.



The [MI Tri-Share Child Care Program](#), launched by the Michigan Women's Commission to help support working families who struggle with childcare, underwent a significant expansion in 2022 as a result of [ongoing funding from the governor and Michigan Legislature's FY23 budget](#). The program grew from 17 families receiving childcare benefits through Tri-Share in January to 223 families served by October and now operates throughout 59 counties and the city of Detroit.

To support the creation of local, county or regional postsecondary attainment goals in communities across the state, the **Workforce Development Board approved a Sixty by 30 resolution**. These goals would be set by diverse sets of stakeholders, convened independently or with the support of the Office of Sixty by 30 and aimed at creating greater alignment of resources in the education, training and employment systems.

In August, the [Office of Sixty by 30's Michigan Reconnect](#) program reached a [new milestone of over 100,000 applicants](#), with nearly 20,000 enrolled in college. Thanks to \$6 million in grant funding allocated from the governor and Michigan Legislature, students enrolled through the Reconnect and Futures for Frontliners programs now have access to wraparound grants of up to \$550 to address additional costs such as housing, transportation and broadband access and promote persistence and completion among scholarship recipients.

The [Office of Sixty by 30](#) also celebrated the passage of the bipartisan legislation which created the [Michigan Achievement Scholarship](#) to make college more affordable for families, grow Michigan's talent pool, and get the state closer to achieving its Sixty by 30 goal. The Michigan Achievement Scholarship is a \$250 million investment and will support the majority of high school and equivalent graduates throughout the state.



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This has been a life changer. I can now go after my dream of becoming a nurse without worrying about the cost of tuition, which has always been a major barrier preventing me from going back to school. Reconnect has cleared a pathway for me to achieve my education and career goals.

– Shelby Essenmacher, 31, WCCCD Reconnect Student



The **Futures for Frontliners**–Path 2 (F4F-Path 2) scholarship program, administered by the **Office of Adult Education** within LEO, also saw success with 32 participants having earned their high school diploma or equivalency this year – bringing the total to 180 graduates since the program began. Of those that earned a diploma or its recognized equivalent, 41 have already enrolled in community college or an approved advanced training program.

The **MiSTEM Network** distributed more than \$3 million through the governor’s **MiSTEM Advisory Council** grant funds, increasing access to STEM programs in robotics, engineering and bioscience, computer science and coding.

MiSTEM grantees demonstrated a 79% increase in collaboration, growing partnerships within and across communities. Teacher participants increased by 53% from FY19-20. Schools served with educator programming increased by 200%. In total, 1,801 schools were served his year and students served by direct programming increased by 215%.

MiSTEM also catalyzed \$1.36 million in outside funding from 40-plus organizations, leveraged by grantees and in partnership with MDE, developed a computer science vision and a statewide strategic plan, and increased access to computer science programs by 150%.

The **Office of Employment & Training (E&T)** received a three-year, \$3 million grant from the Department of Health and Human Services, Health Resources and Services Administration's Community Health Worker Training (CHWT) Program to launch the Michigan Career Opportunity Academies for Community Health (MiCOACH) project. MiCOACH will provide training and career opportunities for 240 participants from ten opportunity high schools in the state.

The **State Apprenticeship Expansion (SAE) team** developed partnerships with the Michigan Golf Course Association and the Saginaw Intermediate School

District and Michigan Department of Education to create two unique registered apprenticeship programs aimed at furthering education in the areas of agronomy and teaching, respectively.

Workforce Development continued to provide supportive services such as assistance with transportation, housing assistance, utility assistance and assistance in criminal record expungement through its Barrier Removal and Employment Success (BRES) program, helping to increase employment of at-risk individuals and the number of individuals participating in the workforce.





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“The best part of building apprenticeship programs is working with employers who are dedicated to shaping the talent they need while also investing in the ongoing learning of their company.

– Wanda Bigelow, GST Michigan Works! Apprenticeship Success Coordinator

“Our partnership with Michigan Rehabilitation Services has been a truly special one. Their dedicated team has provided us with the tools, resources and support to feel confident in providing an environment where individuals with disabilities can thrive and grow. As a business, we are always working toward providing a more inclusive environment and working with MRS has helped us to look at our own practices in order to keep moving toward that goal of inclusion.

– Jillian Black, Human Resources Business Partner, Amphenol Borisch Technologies



Workforce Development also received a \$2.45 million grant to provide incarcerated military veterans with workforce services both prior to and after release to transition them into re-entry programs in the communities to which they will return. These grants are job-driven and build connections to local employers that will enable returning citizens to receive training, earn occupational credentials, and secure employment with the goal of reducing recidivism for the state's justice-involved citizens.

Michigan Rehabilitation Services

(MRS) served 37,366 individuals with disabilities in 2022, including more than 9,500 students with disabilities, exceeding its FY22 goal of helping 5,625 individuals exit the Vocational Rehabilitation program with competitive integrated employment.

MRS' District offices saw an up to 45% increase in students participating in a variety of work-based learning experiences compared to 2021, helping students develop soft skills and increase the likelihood of obtaining competitive integrated employment after they exit the school system.

This year, the Bureau of Services for Blind Persons (BSBP) placed six individuals with Amazon in Detroit and three individuals began a first-ever apprenticeship program designed for blind persons with Salesforce.

The bureau's **training center provided 176 financial literacy trainings to participants and 128 formal benefits planning and counseling services to Vocational Rehabilitation (VR) customers** in the field during FY22, exceeding its goal of 120.

BSBP modernization accomplishments included its System 7 Business Enterprise Program upgrade, which included a portal to allow operators to submit reports, generate set aside fee bills electronically and calculate their retirement contributions electronically, saving staff time, as well as automating site visit processes and forms.



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Create Better Jobs & Support Small Businesses

We have continued to invest in Michigan's economy by supporting the creation of good and promising jobs that make Michigan's economy more resilient, helping build and expand small businesses and addressing talent shortages in current and future growth sectors in every region of the state.

The [Michigan Strategic Fund](#) invested in many opportunities to support small businesses, attract global companies, keep jobs in the state, develop affordable housing, and grow vibrant communities in FY22, all of which are projected to create more than 24,500 jobs across the state and leverage more than \$14.5 billion in total private investment.

This included the **creation of a new Small Business Services and Business Solutions team** that will play a vital role in helping existing small and microbusinesses grow in the state, while improving economic prosperity for all Michiganders through greater opportunities for small business ownership and access to capital.

The fund also **convened two talent action teams** as part of [Michigan Economic Development Corporation's](#) (MEDC) commitment to providing concierge-level support to businesses looking to grow and expand in Michigan:

- 01 Semiconductor Talent Action Team** — a collaborative, public/private partnership aimed at making Michigan a top state for semiconductor talent solutions and growth.

- 02 Electric Vehicle and Mobility Talent Action Team** — to launch the first focused effort on supporting the talent transition in the electric vehicle and mobility sectors.



MEDC approved \$83.8 million in grant funding across 22 statewide community development projects to promote population and tax revenue growth and proactively address negative economic impacts of COVID-19 around Michigan through the Revitalization and Placemaking program.

In October, **MEDC was approved additional funding for its Strategic Outreach and Attraction Reserve (SOAR) Fund** to support competitive programs that invest in business retention and attraction, an additional \$496 million for future economic investments – \$206 million of which is reappropriated from the previous year – as well as \$350 million for site development statewide.

The **Michigan Office of Future Mobility and Electrification (OFME)** provided

grants to initiate 56 new technology deployments across 17 counties to solve local mobility and vehicle electrification challenges. These deployments included rural EV charging solutions, drone deliveries of food and medical supplies, new transit options, grid resiliency, and artificial intelligence to make traffic intersections safer. For every grant dollar provided by OFME, industry partners provided an average match of 207%, when only a 25% was required.

In partnership with the city of Detroit and Ford Motor Company, **OFME launched a new public-private partnership to activate the Michigan Central Innovation District** in the Corktown Neighborhood of Detroit. The partnership will leverage over \$126,000,000 to build out a global mobility hub and attract 5,000 high-tech workers to the district.





Also, in partnership with the governor's office and numerous other state departments, industry, academia, and local partners, **OFME announced the [MI Future Mobility Plan](#)**, a new state strategy for Michigan to lead the future of mobility, focused on growing and transitioning Michigan's mobility industry; providing sustainable, safer, and more accessible infrastructure; and leading the world in mobility innovation and policy.

In January, **LEO awarded \$5 million to the Southeast Michigan Community Alliance to support an EV Jobs Academy**. These funds will help sustain and expand employer-led collaboratives designed to develop and initiate academies focused on closing industry-based skills gaps.

MIOSHA made \$250,000 available for Michigan small businesses to help with improvements to their workplace's safety and health through its annual Workplace Improvement to Safety and Health (MIWISH) Grant Program.

Through **Michigan Rehabilitation Services, more than 4,500 businesses received support**, such as talent acquisition, retention and incumbent worker training to advance and promote qualified workers with disabilities. MRS also provided technical support, virtual disability awareness trainings, virtual job fairs and subject-matter expertise to more than 750 businesses.



Build Strong Communities & Have Great Places to Live



This year, LEO resumed its efforts to create a strong foundation for communities to grow by making historic investments in broadband, housing and other critical infrastructure and developing vibrant places with rich amenities.

The **Michigan Community Service Commission** hosted the **2022 Governor's Service Awards**, honoring 75 individuals, organizations and businesses for their commitment to volunteerism service and philanthropy, with nearly 1,000 attendees.

The commission also **administered 26 AmeriCorps programs and supported 1,000 AmeriCorps members** who achieved the following results:

30,436 youth received support

14,930 individuals received services to increase health access and knowledge

596 acres of public land and 169 miles of rivers and trails were treated

112,097 pounds of food were distributed



The commission **supported 81 volunteer projects for three National Days of Service** including Martin Luther King Jr. Day of Service, Global Youth Service Day, and 9/11 Day of Service and Remembrance, engaging 7,500 volunteers in service.

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Today's AmeriCorps investments will help us grow Michigan's economy and ensure every community can thrive. These investments – and the over 1,100 dedicated AmeriCorps members who will serve those in need and address critical challenges – will continue to make a tremendous impact in communities in every region of Michigan. Together, let's help our working families and resilient communities thrive.

– Gov. Gretchen Whitmer



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The State Land Bank Authority is committed to working on creative solutions for community and economic development in Michigan.

– Emily Doerr, Executive Director, State Land Bank Authority

The **State Land Bank Authority (SLBA)** approved a **\$250,000 loan to the Alger County Land Bank (ACLB)** to develop Munising Marketplace, a mixed-used development project that will house mixed-income residential units and a collaborative workforce center designed to foster job creation and placement for local workers and businesses.

SLBA joined the Michigan International Technology Center (MITC) to help **formulate the structure of its first-in-the-state joint-municipal Redevelopment Authority** and staff worked with local officials in both Shiawassee and Oakland Counties to create two new county land banks, bringing the number of county land banks within the state of Michigan to 47. These organizations will bring resources to local stakeholders uniquely offered through land bank act.

The [Michigan State Housing Development Authority \(MSHDA\)](#) has helped keep roofs over the heads of residents across the state through the Michigan Homeowner Assistance Fund (MIHAF) and COVID Emergency Rental Assistance (CERA) programs. Since February 2022, the MIHAF program has provided mortgage assistance and other financial aid to help 9,263 homeowners prevent foreclosure; since 2021 and through most of 2022, CERA has helped 253,753 people maintain their housing stability by paying their rent and utilities.

With tremendous stakeholder and public input, the authority **launched Michigan's first ever [Statewide Housing Plan](#)** to help lay the foundation for the governor's housing policy initiatives over the next four years.



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Every family deserves a safe, affordable place to call home, so they have a strong foundation to pursue their potential, but too many Michiganders don't have access to that in their communities right now. This comprehensive statewide plan tackles persistent past and present housing challenges head-on. If we get it done, we can help those in need of homes get the dignity they deserve and ensure Michigan maintains a competitive edge in attracting and retaining talent as we grow our economy.

– Gov. Gretchen Whitmer



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For the young people in this community who identify as LGBTQ, who are in a situation too often where they are not supported at home – a situation where they are not living in a safe place – and they wonder, “Does my community care about me and my value? Is there a place for me?” Today is a statement of the values in the City of Detroit. This community came together and built this amazing building.

– Mike Duggan, Detroit Mayor (during Clairmount Center grand opening)

I don't think a lot of people are aware of really what (MSHDA's down payment assistance program) offers and how simple it is. I want people to know you can get you forever home with this, it is possible.

– Pamela Fraser, Homeowner



In support of the governor's ambitious **MI New Economy** plan goal of creating **75,000 new or rehabilitated housing units in five years (FY22-FY26)**, MSHDA made critical investments in housing this year. From housing for Michigan's workforce, families, the elderly, those experiencing homelessness (including those from marginalized communities), the authority provided financing toward the creation or preservation of 6,118 housing units in FY21-FY22. MSHDA also provided about \$42 million in mortgages to 3,080 households through the end of October.

The **Michigan High-Speed Internet Office (MIHI)** hired the state's first chief connectivity officer to lead efforts to close the Michigan's digital divide. The office quickly expanded with five additional staff onboarding before December 1.

The MIHI Office was **appropriated \$250M for the creation of a broadband infrastructure grant program**. The Realizing Opportunity with Broadband Infrastructure Networks (ROBIN) grant program will open for applications in January 2023, representing MIHI's first step towards achieving universal availability of high-speed internet service for every Michigander.

The MIHI Office was also **awarded \$5.6 million in funding from the National Telecommunications and Information Administration to support planning efforts** in anticipation of additional federal infrastructure investments. MIHI will embark on a statewide listening tour in January 2023 that will result in a comprehensive digital equity plan for Michigan.

**2023,
here we
come!**



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